

## What is bias?

Bias is an inclination for or against one person or group, especially in a way considered to be unfair.


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## What is a bias-related incident?

A bias-related incident occurs when language or behavior conveys prejudice and is motivated in whole or in part by a negative judgment about an aspect of a person's (or group's) perceived identity.

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## What can I do if I experience bias or witness a bias-related incident?

In some cases, you may be able to interrupt bias as it is happening by speaking up for yourself or another person. However, when bias is threatening or ongoing, you may wish to [report the incident](#)  to protect yourself and others.

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## What happens when I submit a report?

A Bias Incidents Resource Team member will review and respond to your report within two business days. A member of the Team will then offer to meet and discuss the incident in detail and explore a plan for resolution. During the meeting, Team members will also provide information about University resources available to you.

When incidents do not involve a violation of law or University Policy, Team members can assist in implementing remedying solutions, such as a facilitated dialogue and/or educational opportunities. When a reported incident involves a potential violation of University Policy or law, Student Conduct and Community Standards (SCCS) or Equal Opportunity and Affirmative Action (EOAA) will review and respond to the report.

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## Can I submit a report anonymously?

Yes. Anonymous reports may limit the University's ability to fully address a situation but are possible. If you are concerned about sharing your contact information, you can submit a report anonymously, which can help track patterns of bias occurring on campus.

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No. The purpose of Columbia's bias response process is to support our community, not to suppress speech. Columbia offers robust protection of speech, while simultaneously cultivating a culture of inclusion. [Visit Freedom of Expression on Our Campus](#) for more information about free speech and Columbia.

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